

# 8th Annual Summer Labor & Employment Conference

**Stratton Mountain Resort  
Stratton, Vermont  
July 13 – 14, 2006**



**For further information, please contact the following agency representatives:**

<b>Jaye Bailey</b>	<b>Connecticut State Board of Labor Relations</b>	<b>(860) 263-6860</b>
<b>Cathy Serino</b>	<b>Connecticut State Board of Mediation &amp; Arbitration</b>	<b>(860) 263-6880</b>
<b>Marc Ayotte</b>	<b>Maine Labor Relations Board</b>	<b>(207) 287-2015</b>
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<b>Mary Cappadona</b>	<b>Massachusetts Board of Conciliation &amp; Arbitration</b>	<b>(617) 727-3466</b>
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<b>Cynthia Spahl</b>	<b>Massachusetts Labor Relations Commission</b>	<b>(617) 727-3505</b>
<b>Donald Mitchell</b>	<b>New Hampshire Public Employee Labor Relations Board</b>	<b>(603) 271-2587</b>
<b>Karen Kenney</b>	<b>New York State Public Employment Relations Board</b>	<b>(718) 722-4547</b>
<b>Robyn Golden</b>	<b>Rhode Island Labor Relations Board</b>	<b>(401) 462-8771</b>
<b>Timothy Noonan</b>	<b>Vermont Labor Relations Board</b>	<b>(802) 828-2700</b>

## **THURSDAY, JULY 13, 2006**

- 9:00 – 10:30            **Registration and Exhibits**
- 10:30 – 10:45           **Welcome – Timothy Noonan, Esq.**, Executive Director, New England Consortium of State Labor Relations Agencies
- 10:45 – 12:00           **Keynote Address**  
**Lessons to Learn from Current Issues in New York City Public Sector Collective Bargaining - *Speaker: Alan Viani***, Mediator and Arbitrator (NY). The most recent contract negotiations involving the various bargaining units of New York City employees have focused on issues of great significance that are instructive for other sets of negotiations throughout New York and New England. As a New York City labor relations practitioner since the 1960's, first as an advocate and then as a skilled and sought-after mediator and arbitrator, Alan Viani is uniquely qualified to address the lessons to be learned from city negotiations.
- 12:00 – 1:00            **Lunch**
- 1:30 – 3:00            **Concurrent Workshops**
- (A) When Family Concerns Conflict with Work Obligations, - *Speakers: Joan G. Dolan, Esq.***, Mediator and Arbitrator (MA) and **Sarah Kerr Garraty, Esq.**, Mediator and Arbitrator (MA). The increasing numbers of dual-income and single parent households have placed significant strains on working parents seeking to deal with child care and elder care issues. In this workshop, two experienced mediator/arbitrators discuss how the tensions between these family concerns and work obligations are addressed in a unionized workplace.
- (B) The Next Time Bomb: Pension and Health Care Costs for Government Retirees, *Speakers: Kenneth J. Donnelly***, Commissioner, Massachusetts Public Employee Retirement Administration Commission (MA); **Daniel E. Wall**, Commissioner, New York State Department of Civil Service (NY). The rapidly rising cost of public sector pension and retiree health care benefits is increasingly coming to the forefront as a leading issue impacting public sector labor relations. In this workshop, a union official and manager with expertise on this issue, that promises to be of ever-increasing importance for the foreseeable future, will discuss the forecast for government generally and the implications for public sector labor relations specifically.
- 3:00 – 3:15            **Break**
- 3:15 – 4:45            **Concurrent Workshops**
- (A) Ask the Mediators, *Speakers: Alan Viani***, Mediator/Arbitrator (NY); **Jay S. Siegel, Esq.**, Mediator/Arbitrator (MA); **Mary Ellen Shea**, Mediator/Arbitrator (MA); **Gary D. Altman, Esq.**, Mediator/Arbitrator (MA/VT). In this interactive session the audience will ask questions of a team of seasoned mediators.
- (B) Romance in the Workplace Issues, *Speakers: Michael C. Ryan, Esq.*** Mediator and Arbitrator (ME); **Richard K. Zuckerman, Esq.**, Lamb and Barnosky LLP (NY); **Amy Laura Davison, Esq.**, Sandulli Grace, PC (MA). Romantic relationships that develop at work can impact the harmonious and effective functioning of workplaces. The workshop panelists will discuss their experiences in resolving the thorny issues that arise in these cases.

5:30	<b>Picnic for families with children</b>
6:00 – 7:00	<b>Reception</b>
7:00	<b>Dinner</b>

## **FRIDAY, JULY 14, 2006**

7:45 – 8:30	<b>Breakfast</b>
8:45 – 10:00	<b>Plenary Session</b> <b>Developments on the Labor Front Since the AFL-CIO Breakup, <i>Speakers:</i> Julie Pinkham</b> , Executive Director, Massachusetts Nurses Association (MA); <b>Kevin Murphy</b> , Director of Organizing, AFSCME Council 4 (CT); <b>Daniel J. Ratner, Esq.</b> Levy Ratner, P.C, representing 1199 SEIU (NY); <b>Frank J. Montanaro</b> , President, Rhode Island AFL-CIO and Rhode Island State Labor Relations Board Member (RI). In the year following the affiliation shakeup among unions, unions have been adjusting to the changed environment. In this session, union leaders will discuss the organizing efforts of their unions as well as other developments they have seen during this transition period.
10:00	<b>Break</b>
10:15 – 11:30	<b>Concurrent Workshops</b> <b>(A) Clearing the Air: Dealing with Air Quality Issues in the Workplace, <i>Speakers:</i> James Pierce</b> , Occupational Hygiene Consultant, CT- OSHA; <b>Marty Maynard</b> , Risk Manager, Town of Windsor (CT); <b>David Kotelchuck</b> ; Director of Hunter College Center for Occupational and Environmental Health (NY). The sick building syndrome has become more common as modern, closed-in workplaces have increased. In this workshop, panelists with expertise and experience on this issue will assist unions and employers in resolving the adverse impacts on employees in a “sick” workplace.  <b>(B) Dealing with the Interplay of FMLA, ADA and Workers Compensation Statutes in a Union Setting, <i>Speakers:</i> Patrick J. McHale, Esq.,</b> Kainen, Escelara & McHale, PC (CT); <b>Jules Smith, Esq.,</b> Blitman & King (NY). The complex interplay among family and medical leave, disabilities and worker compensation laws presents an ongoing challenge for unions and employers. The panelists will seek to dispel the confusion and guide participants through the maze of resolving situations implicating these statutes.
11:45 – 12:30	<b>Plenary Session</b> <b>Point-Counterpoint on New England Public Sector Labor Relations Issues, <i>Speakers:</i> Brian Clemow, Esq.;</b> Shipman & Goodwin LLP (CT) ; <b>Anne M. Noonan</b> , Director, Vermont State Employees’ Association (VT); <b>Moderator: Lee Williamson, Esq.;</b> Mediator & Arbitrator (CT). We send participants home with a lively, informative and entertaining end to conference proceedings. A union leader and management attorney, both of whom have presented at several Consortium conferences in the past and been well-received by conference participants, will engage in a point-counterpoint debate on important public sector labor relations issues in our region.
12:30	<b>Box Lunch</b>

## Hotel Accommodations

**Conference registrants must make their own hotel reservations.** A block of rooms has been reserved at several properties at the Stratton Mountain Resort at the rates listed below. To make reservations, call the **Reservations Department** at 1-800-STRATTON **NO LATER THAN JUNE 12, 2006**, and indicate that you are attending the New England Consortium conference. Rates do **not include** 10% Vermont tax and 10% Resort Fee, which entitles guests to free passes to the Sports Center. **Please note check in is 5 P.M. and check out is 11 A.M. Room cancellation is subject to penalty. Further information about Stratton Accommodations is available at [www.stratton.com](http://www.stratton.com).**

Lifeline Lodge	\$54.00	Inn at Stratton Mountain	\$84.00
Long Trail House Studio Condo	\$115.00	Long Trail House 1-Bedroom Condo	\$130.00
Long Trail House 2- Bedroom Condo	\$145.00		

## CLE

Continuing Legal Education Credits are pending in New Hampshire, New York, Connecticut, Rhode Island, Vermont, and Maine.

## Golf

Reservations for Stratton's 27 - hole champion golf course can be made by calling 1-800-STRATTON.

## Program Cancellation and Refunds

Registration substitutions may be made at any time without charge. Refunds are subject to a **\$50.00** administrative fee, and will be issued for cancellations received prior to **June 23, 2006**. *No-shows* and cancellations received on or after **June 23, 2006**, are subject to full conference registration fees.

### CONFERENCE REGISTRATION FORM

Name \_\_\_\_\_ Title \_\_\_\_\_ Organization \_\_\_\_\_

Address \_\_\_\_\_

Telephone (\_\_\_\_) \_\_\_\_\_ Fax (\_\_\_\_) \_\_\_\_\_ E-mail \_\_\_\_\_

**Registration Fee includes: All conference meals, breaks, and materials.**

**Registration Fee:** *(postmarked no later than June 23, 2006)* **\$300.00 per person**

**Guest Ticket for Reception & Dinner - \$60.00 per person**

**MAKE CHECKS PAYABLE TO "NEW ENGLAND CONSORTIUM"**

Federal Identification Number (04-0285239)

### **PLEASE RETURN REGISTRATION FORM & FEE TO:**

New England Consortium of State Labor Relations Agencies  
State House Post Office  
Post Office Box 243  
Boston, MA 02133

For further information please contact Mary Cappadona, Registration Coordinator at (617) 727-3466 ext. 313, Fax (617) 727-4961 Email: [Mary.Cappadona@state.ma.us](mailto:Mary.Cappadona@state.ma.us)